

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
R thousands		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		10 552	13 261	12 750	13 430	12 862	12 862	14 293	15 108	15 954
Pension and UIF Contributions		1 583								
Medical Aid Contributions			0							
Motor Vehicle Allowance		3 517	3 750	4 061	4 492	4 270	4 270	4 574	4 834	5 105
Cellphone Allowance		1 329	1 444	1 463	1 468	1 514	1 514	1 637	1 730	1 827
Housing Allowances										
Other benefits and allowances			118		134	129	129	143	151	160
<b>Sub Total - Councillors</b>		<b>16 980</b>	<b>18 573</b>	<b>18 274</b>	<b>19 524</b>	<b>18 775</b>	<b>18 775</b>	<b>20 646</b>	<b>21 823</b>	<b>23 045</b>
<b>% increase</b>			<b>9.4%</b>	<b>(1.6%)</b>	<b>6.8%</b>	<b>(3.8%)</b>		<b>10.0%</b>	<b>5.7%</b>	<b>5.6%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		3 000	2 604	2 192	4 068	2 641	2 641	4 491	4 747	5 013
Pension and UIF Contributions		118	126	137	128	139	139	128	135	143
Medical Aid Contributions		64	72	79	106	90	90	110	117	123
Overtime										
Performance Bonus					788	788	788			
Motor Vehicle Allowance		943	946	845	1 283	988	988	1 404	1 484	1 567
Cellphone Allowance		73	6							
Housing Allowances										
Other benefits and allowances		7	20	19	41	29	29	45	47	50
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>4 204</b>	<b>3 776</b>	<b>3 271</b>	<b>6 413</b>	<b>4 674</b>	<b>4 674</b>	<b>6 178</b>	<b>6 530</b>	<b>6 896</b>
<b>% increase</b>			<b>(10.2%)</b>	<b>(13.4%)</b>	<b>96.0%</b>	<b>(27.1%)</b>		<b>32.2%</b>	<b>5.7%</b>	<b>5.6%</b>
<b><u>Other Municipal Staff</u></b>	4									
Basic Salaries and Wages		53 480	58 669	65 126	75 775	71 089	71 089	82 529	87 233	92 118
Pension and UIF Contributions		11 059	12 572	14 179	16 950	15 697	15 697	18 502	19 556	20 651
Medical Aid Contributions		1 779	2 251	2 759	3 067	3 222	3 222	3 643	3 850	4 066
Overtime		1 617	3 089	3 749	3 622	3 849	3 849	4 309	4 549	4 765
Performance Bonus										
Motor Vehicle Allowance		3 461	5 391	7 064	8 776	8 395	8 395	9 810	10 369	10 950
Cellphone Allowance		318	7							
Housing Allowances		157	193	275	288	321	321	365	386	407
Other benefits and allowances		4 084	4 886	5 072	7 172	7 386	7 386	8 087	8 544	9 019
Payments in lieu of leave		2 045								
Long service awards		2 377	(189)	2 690	216	549	549	450	476	502
Post-retirement benefit obligations		4 818	3 556	3 872						
<b>Sub Total - Other Municipal Staff</b>		<b>85 196</b>	<b>90 427</b>	<b>104 786</b>	<b>115 866</b>	<b>110 507</b>	<b>110 507</b>	<b>127 695</b>	<b>134 964</b>	<b>142 479</b>
<b>% increase</b>			<b>6.1%</b>	<b>15.9%</b>	<b>10.6%</b>	<b>(4.6%)</b>		<b>15.6%</b>	<b>5.7%</b>	<b>5.6%</b>
<b>Total Parent Municipality</b>		<b>106 380</b>	<b>112 776</b>	<b>126 331</b>	<b>141 803</b>	<b>133 955</b>	<b>133 955</b>	<b>154 519</b>	<b>163 317</b>	<b>172 420</b>
<b>% increase</b>			<b>6.0%</b>	<b>12.0%</b>	<b>12.2%</b>	<b>(5.5%)</b>		<b>15.4%</b>	<b>5.7%</b>	<b>5.6%</b>
<b><u>Board Members of Entities</u></b>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>										
<b><u>Senior Managers of Entities</u></b>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>										
<b><u>Other Staff of Entities</u></b>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>										
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>106 380</b>	<b>112 776</b>	<b>126 331</b>	<b>141 803</b>	<b>133 955</b>	<b>133 955</b>	<b>154 519</b>	<b>163 317</b>	<b>172 420</b>
<b>% increase</b>			<b>6.0%</b>	<b>12.0%</b>	<b>12.2%</b>	<b>(5.5%)</b>		<b>15.4%</b>	<b>5.7%</b>	<b>5.6%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>89 400</b>	<b>94 202</b>	<b>108 057</b>	<b>122 279</b>	<b>115 181</b>	<b>115 181</b>	<b>133 873</b>	<b>141 494</b>	<b>149 375</b>

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		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1							20 051	21 194	22 381
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>								20 051	21 194	22 381
<b>% increase</b>	4								5.7%	5.6%
<b><u>Senior Managers of the Municipality</u></b>	2							5 867	6 201	6 549
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								5 867	6 201	6 549
<b>% increase</b>	4								5.7%	5.6%
<b><u>Other Municipal Staff</u></b>								39 629	41 970	44 317
Basic Salaries and Wages								8 729	9 227	9 745
Pension and UIF Contributions								3 301	3 489	3 685
Medical Aid Contributions								4 641	4 906	5 182
Overtime								4 759	5 031	5 313
Performance Bonus								3 564	3 768	3 979
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances								538	568	600
Other benefits and allowances								1 408	1 403	1 482
Payments in lieu of leave								1 449	1 532	1 618
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>								68 018	71 895	75 921
<b>% increase</b>	4								5.7%	5.6%
<b>Total Parent Municipality</b>								93 936	99 290	104 850
<b>% increase</b>	4								5.7%	5.6%
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>								93 936	99 290	104 850
<b>% increase</b>	4								5.7%	5.6%
<b>TOTAL MANAGERS AND STAFF</b>	5							73 885	78 096	82 469

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		A	B	C	D	E	F	G	H	I
<b>Councillors (Political Office Bearers plus Other)</b>	1									
Basic Salaries and Wages		19 031	20 078	21 090	23 036	23 036	23 036	24 684	26 140	27 656
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>19 031</b>	<b>20 078</b>	<b>21 090</b>	<b>23 036</b>	<b>23 036</b>	<b>23 036</b>	<b>24 684</b>	<b>26 140</b>	<b>27 656</b>
<b>% increase</b>	4		5.5%	5.0%	9.2%			7.2%	5.9%	5.8%
<b>Senior Managers of the Municipality</b>	2									
Basic Salaries and Wages		4 997	6 989	7 135	9 093	9 093	6 127	9 446	10 003	10 594
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		118			750	750	135	782	828	876
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>5 115</b>	<b>6 989</b>	<b>7 135</b>	<b>9 843</b>	<b>9 843</b>	<b>6 263</b>	<b>10 228</b>	<b>10 831</b>	<b>11 469</b>
<b>% increase</b>	4		36.6%	2.1%	38.0%		(36.4%)	63.3%	5.9%	5.9%
<b>Other Municipal Staff</b>										
Basic Salaries and Wages		125 936	133 872	146 627	163 752	163 752	159 258	174 174	184 450	195 138
Pension and UIF Contributions		22 710	24 231	25 163	31 221	31 221	27 028	33 489	35 465	37 522
Medical Aid Contributions		15 528	18 675	18 487	15 452	15 452	10 678	17 091	18 100	19 150
Overtime		21 275	19 375	23 193	24 654	24 654	22 169	31 323	33 171	35 095
Performance Bonus		2 655	16	(1 662)	1 621	1 621		(2)	(2)	(2)
Motor Vehicle Allowance		8 919	9 396	8 780	10 843	10 843	8 672	12 270	12 994	13 748
Cellphone Allowance										
Housing Allowances		1 302	1 476	1 613	1 775	1 775	1 673	2 150	2 277	2 409
Other benefits and allowances		16 089	16 856	18 379	23 375	23 375	22 856	25 316	26 809	28 364
Payments in lieu of leave		27 534	13 837	10 596	10 972	10 972	10 972	10 639	11 266	11 920
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>241 948</b>	<b>237 734</b>	<b>251 177</b>	<b>283 665</b>	<b>283 665</b>	<b>263 307</b>	<b>306 450</b>	<b>324 531</b>	<b>343 344</b>
<b>% increase</b>	4		(1.7%)	5.7%	12.9%		(7.2%)	16.4%	5.9%	5.8%
<b>Total Parent Municipality</b>		<b>266 094</b>	<b>264 801</b>	<b>279 402</b>	<b>316 544</b>	<b>316 544</b>	<b>292 605</b>	<b>341 362</b>	<b>361 502</b>	<b>382 469</b>
<b>% increase</b>	4		(0.5%)	5.5%	13.3%		(7.6%)	16.7%	5.9%	5.8%
<b>Board Members of Entities</b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		156	125	237	303	303	303	324	347	372
Board Fees		444	291	768	834	834	834	700	748	801
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>		<b>600</b>	<b>416</b>	<b>1 005</b>	<b>1 137</b>	<b>1 137</b>	<b>1 137</b>	<b>1 024</b>	<b>1 096</b>	<b>1 172</b>
<b>% increase</b>	4		(30.6%)	141.3%	13.1%			(9.9%)	7.0%	7.0%
<b>Senior Managers of Entities</b>										
Basic Salaries and Wages		635	775	309	914	914	914	959	1 005	1 058
Pension and UIF Contributions		135	116	42	281	281	281	327	319	340
Medical Aid Contributions										
Overtime										
Performance Bonus		90	44		104	104	104	98	105	112
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>		<b>860</b>	<b>935</b>	<b>351</b>	<b>1 300</b>	<b>1 300</b>	<b>1 300</b>	<b>1 384</b>	<b>1 428</b>	<b>1 510</b>
<b>% increase</b>	4		8.8%	(62.5%)	270.7%			6.5%	3.2%	5.7%
<b>Other Staff of Entities</b>										
Basic Salaries and Wages		1 646	1 499	1 581	1 535	1 535	1 535	1 619	1 754	1 895
Pension and UIF Contributions		677	755	665	569	569	569	583	655	702
Medical Aid Contributions										
Overtime		16	42	57	61	61	61	11	12	13
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>		<b>2 339</b>	<b>2 296</b>	<b>2 303</b>	<b>2 166</b>	<b>2 166</b>	<b>2 166</b>	<b>2 213</b>	<b>2 421</b>	<b>2 609</b>
<b>% increase</b>	4		(1.8%)	0.3%	(6.0%)			2.2%	9.4%	7.7%
<b>Total Municipal Entities</b>		<b>3 798</b>	<b>3 648</b>	<b>3 658</b>	<b>4 602</b>	<b>4 602</b>	<b>4 602</b>	<b>4 621</b>	<b>4 945</b>	<b>5 291</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>269 892</b>	<b>268 449</b>	<b>283 060</b>	<b>321 146</b>	<b>321 146</b>	<b>297 207</b>	<b>345 983</b>	<b>366 447</b>	<b>387 761</b>
<b>% increase</b>	4		(0.5%)	5.4%	13.5%		(7.5%)	16.4%	5.9%	5.8%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>250 262</b>	<b>247 954</b>	<b>260 966</b>	<b>296 974</b>	<b>296 974</b>	<b>273 035</b>	<b>320 275</b>	<b>339 211</b>	<b>358 932</b>

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		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages								10 255	10 943	11 665
Pension and UIF Contributions										
Medical Aid Contributions								43	46	49
Motor Vehicle Allowance								3 549	3 787	4 037
Cellphone Allowance								957	1 021	1 088
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>								<b>14 804</b>	<b>15 796</b>	<b>16 839</b>
<b>% increase</b>	4								<b>6.7%</b>	<b>6.6%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages								4 078	4 351	4 638
Pension and UIF Contributions								11	12	13
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance								1 484	1 583	1 687
Cellphone Allowance								92	98	104
Housing Allowances										
Other benefits and allowances								838	894	953
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								<b>6 503</b>	<b>6 938</b>	<b>7 396</b>
<b>% increase</b>	4								<b>6.7%</b>	<b>6.6%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages								85 248	84 975	84 687
Pension and UIF Contributions								16 985	16 985	16 984
Medical Aid Contributions								5 475	5 842	6 228
Overtime								4 603	4 912	5 236
Performance Bonus										
Motor Vehicle Allowance								12 084	11 984	11 880
Cellphone Allowance								1 313	1 307	1 301
Housing Allowances								1 062	1 133	1 208
Other benefits and allowances								7 428	7 372	7 313
Payments in lieu of leave										
Long service awards								2 980	3 179	3 389
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>								<b>137 179</b>	<b>137 689</b>	<b>138 226</b>
<b>% increase</b>	4								<b>0.4%</b>	<b>0.4%</b>
<b>Total Parent Municipality</b>								<b>158 486</b>	<b>160 424</b>	<b>162 461</b>
<b>% increase</b>	4								<b>1.2%</b>	<b>1.3%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>								<b>158 486</b>	<b>160 424</b>	<b>162 461</b>
<b>% increase</b>	4								<b>1.2%</b>	<b>1.3%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5							<b>143 682</b>	<b>144 628</b>	<b>145 622</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		4 551	4 270	6 107	5 885	5 765	5 765	6 320	6 699	7 101
Pension and UIF Contributions		814	894	885	1 002	902	902	1 071	1 136	1 204
Medical Aid Contributions		53	79	114	130	70	70	17	19	20
Motor Vehicle Allowance		1 714	1 915	1 869	2 127	1 977	1 977	1 978	2 097	2 222
Cellphone Allowance		533	597	536	608	608	608	659	698	740
Housing Allowances										
Other benefits and allowances			50		81					
<b>Sub Total - Councillors</b>		<b>7 665</b>	<b>7 805</b>	<b>9 511</b>	<b>9 832</b>	<b>9 321</b>	<b>9 321</b>	<b>10 045</b>	<b>10 648</b>	<b>11 287</b>
<b>% increase</b>	4		<b>1.8%</b>	<b>21.9%</b>	<b>3.4%</b>	<b>(5.2%)</b>		<b>7.8%</b>	<b>6.0%</b>	<b>6.0%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		1 792	2 770	3 343	3 675	3 675	3 675	3 781	4 007	4 248
Pension and UIF Contributions		489	578	624	1 021	1 021	1 021	855	906	960
Medical Aid Contributions		110	123	159	163	163	163	121	128	136
Overtime										
Performance Bonus		276	84	82	995	995	995	951	1 008	1 069
Motor Vehicle Allowance		790	1 012	1 110	1 599	1 599	1 599	1 162	1 231	1 305
Cellphone Allowance		43	68	76	69	69	69	82	87	92
Housing Allowances										
Other benefits and allowances		26	38	44	37	37	37	38	41	43
Payments in lieu of leave						238	238			
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 527</b>	<b>4 675</b>	<b>5 437</b>	<b>7 559</b>	<b>7 798</b>	<b>7 798</b>	<b>6 989</b>	<b>7 409</b>	<b>7 853</b>
<b>% increase</b>	4		<b>32.6%</b>	<b>16.3%</b>	<b>39.0%</b>	<b>3.2%</b>		<b>(10.4%)</b>	<b>6.0%</b>	<b>6.0%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		19 244	22 468	23 911	27 619	28 261	28 261	37 535	40 200	43 054
Pension and UIF Contributions		4 156	5 446	5 030	5 415	5 554	5 554	7 964	8 530	9 136
Medical Aid Contributions		141	1 597	2 484	1 838	1 901	1 901	2 360	2 527	2 705
Overtime		437	570	2 033	2 283	2 167	2 167	1 485	1 589	1 700
Performance Bonus		1 631	1 945	1 972	1 959	1 781	1 781	3 219	3 454	3 706
Motor Vehicle Allowance		315	1 160	2 534	2 511	2 602	2 602	4 932	5 289	5 671
Cellphone Allowance		806	383	425	487	517	517	723	774	829
Housing Allowances		63	67	160	184	170	170	181	194	207
Other benefits and allowances			640	398	486	574	574	1 099	1 177	1 260
Payments in lieu of leave		331	300	545	56	187	187	120	128	137
Long service awards		53	21	322	94	175	175	179	192	205
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>27 178</b>	<b>34 597</b>	<b>39 815</b>	<b>42 930</b>	<b>43 891</b>	<b>43 891</b>	<b>59 797</b>	<b>64 053</b>	<b>68 611</b>
<b>% increase</b>	4		<b>27.3%</b>	<b>15.1%</b>	<b>7.8%</b>	<b>2.2%</b>		<b>36.2%</b>	<b>7.1%</b>	<b>7.1%</b>
<b>Total Parent Municipality</b>		<b>38 369</b>	<b>47 077</b>	<b>54 764</b>	<b>60 321</b>	<b>61 009</b>	<b>61 009</b>	<b>76 832</b>	<b>82 110</b>	<b>87 751</b>
<b>% increase</b>	4		<b>22.7%</b>	<b>16.3%</b>	<b>10.1%</b>	<b>1.1%</b>		<b>25.9%</b>	<b>6.9%</b>	<b>6.9%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>38 369</b>	<b>47 077</b>	<b>54 764</b>	<b>60 321</b>	<b>61 009</b>	<b>61 009</b>	<b>76 832</b>	<b>82 110</b>	<b>87 751</b>
<b>% increase</b>	4		<b>22.7%</b>	<b>16.3%</b>	<b>10.1%</b>	<b>1.1%</b>		<b>25.9%</b>	<b>6.9%</b>	<b>6.9%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>30 705</b>	<b>39 272</b>	<b>45 253</b>	<b>50 489</b>	<b>51 688</b>	<b>51 688</b>	<b>66 787</b>	<b>71 462</b>	<b>76 464</b>

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
R thousands		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		5 229	10 599	7 876	8 698	11 698	11 698	5 396	5 768	6 160
Pension and UIF Contributions		696	691	707	807	807	807	485	519	554
Medical Aid Contributions		71	98	104	104	104	104	69	74	79
Motor Vehicle Allowance		1 887	2 179	2 808	543	2 146	2 146	2 099	2 244	2 397
Cellphone Allowance		497	720	543	3 146	543	543	459	491	524
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>8 380</b>	<b>14 287</b>	<b>12 038</b>	<b>13 297</b>	<b>15 297</b>	<b>15 297</b>	<b>8 509</b>	<b>9 096</b>	<b>9 714</b>
<b>% increase</b>	4		<b>70.5%</b>	<b>(15.7%)</b>	<b>10.5%</b>	<b>15.0%</b>		<b>(44.4%)</b>	<b>6.9%</b>	<b>6.8%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		362	5 263	4 895	372	372	372	9 130	9 510	10 573
Pension and UIF Contributions		35	2 239	300	71	71	71	78	84	89
Medical Aid Contributions		13		79						
Overtime										
Performance Bonus										
Motor Vehicle Allowance		145	1 903	2 155	2 166	2 166	2 166	2 383	2 555	2 731
Cellphone Allowance		6	73	72						
Housing Allowances		34		1 158	399	399	399	439	470	503
Other benefits and allowances		5		608	70	70	70	77	83	89
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>599</b>	<b>9 478</b>	<b>9 266</b>	<b>3 079</b>	<b>3 079</b>	<b>3 079</b>	<b>12 107</b>	<b>12 702</b>	<b>13 985</b>
<b>% increase</b>	4		<b>1482.1%</b>	<b>(2.2%)</b>	<b>(66.8%)</b>			<b>293.3%</b>	<b>4.9%</b>	<b>10.1%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		156 157	150 875	231 619	210 345	210 345	210 345	216 810	226 583	242 245
Pension and UIF Contributions		24 132	25 562	44 668	41 759	41 759	41 759	45 155	49 059	52 220
Medical Aid Contributions		8 628	7 203	21 303	24 805	24 805	24 805	27 286	29 158	31 024
Overtime		13 880	17 933	17 398	22 918	22 918	22 918	25 210	26 920	28 627
Performance Bonus				108						
Motor Vehicle Allowance		11 964	12 881	18 198	16 272	16 272	16 272	15 516	23 168	24 636
Cellphone Allowance		63	63	67	79	79	79	87	93	99
Housing Allowances		7 122	6 703	10 279	7 819	7 819	7 819	8 162	9 199	9 755
Other benefits and allowances		5 174	10 850	12 554	31 845	31 845	31 845	33 063	32 980	35 159
Payments in lieu of leave		8 373	8 373	1 421	1 421	1 421	1 421	1 563	1 659	1 757
Long service awards		425	281	558	574	574	574	631	674	718
Post-retirement benefit obligations			936							
<b>Sub Total - Other Municipal Staff</b>		<b>227 482</b>	<b>241 658</b>	<b>356 753</b>	<b>357 837</b>	<b>357 837</b>	<b>357 837</b>	<b>373 483</b>	<b>399 493</b>	<b>426 240</b>
<b>% increase</b>	4		<b>6.2%</b>	<b>47.6%</b>	<b>0.3%</b>			<b>4.4%</b>	<b>7.0%</b>	<b>6.7%</b>
<b>Total Parent Municipality</b>		<b>236 461</b>	<b>265 423</b>	<b>378 057</b>	<b>374 213</b>	<b>376 213</b>	<b>376 213</b>	<b>394 099</b>	<b>421 291</b>	<b>449 939</b>
<b>% increase</b>	4		<b>12.2%</b>	<b>42.4%</b>	<b>(1.0%)</b>	<b>0.5%</b>		<b>4.8%</b>	<b>6.9%</b>	<b>6.8%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>236 461</b>	<b>265 423</b>	<b>378 057</b>	<b>374 213</b>	<b>376 213</b>	<b>376 213</b>	<b>394 099</b>	<b>421 291</b>	<b>449 939</b>
<b>% increase</b>	4		<b>12.2%</b>	<b>42.4%</b>	<b>(1.0%)</b>	<b>0.5%</b>		<b>4.8%</b>	<b>6.9%</b>	<b>6.8%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>228 081</b>	<b>251 136</b>	<b>366 019</b>	<b>360 915</b>	<b>360 915</b>	<b>360 915</b>	<b>385 590</b>	<b>412 196</b>	<b>440 225</b>

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
R thousands		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		2 155	2 962	3 130	2 756	7 575	7 575	7 302	7 740	8 127
Pension and UIF Contributions		323			363	363	363	658	697	732
Medical Aid Contributions		104			114	114	114	137	145	152
Motor Vehicle Allowance		718	1 370	796	792	792	792	815	854	977
Cellphone Allowance		152			167	167	167	550	583	612
Housing Allowances										
Other benefits and allowances			763							
<b>Sub Total - Councillors</b>		<b>3 452</b>	<b>5 095</b>	<b>3 926</b>	<b>4 192</b>	<b>9 011</b>	<b>9 011</b>	<b>9 462</b>	<b>10 020</b>	<b>10 601</b>
<b>% increase</b>	4		<b>47.6%</b>	<b>(22.9%)</b>	<b>6.8%</b>	<b>115.0%</b>		<b>5.0%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		4 845	2 913	3 438	8 176		8 176	8 675	9 187	9 719
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus			611	632						
Motor Vehicle Allowance			757	479						
Cellphone Allowance										
Housing Allowances			737	96						
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>4 845</b>	<b>5 018</b>	<b>4 645</b>	<b>8 176</b>		<b>8 176</b>	<b>8 675</b>	<b>9 187</b>	<b>9 719</b>
<b>% increase</b>	4		<b>3.6%</b>	<b>(7.4%)</b>	<b>76.0%</b>	<b>(100.0%)</b>		<b>6.1%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		52 467	49 857	55 537	66 310	70 884	70 884	70 884	75 066	79 420
Pension and UIF Contributions		7 684	14 267	16 430	9 270	9 877	9 877	9 877	10 460	11 066
Medical Aid Contributions		4 313	439		2 261	2 868	2 868	2 868	3 037	3 213
Overtime		2 525	9 559	8 863	7 813	8 420	7 375	7 825	8 287	8 767
Performance Bonus			3 858							
Motor Vehicle Allowance		1 127	4 989	5 143	739	739	739	784	830	878
Cellphone Allowance		2 043			1 756	1 756	1 756	1 863	1 973	2 087
Housing Allowances		390	1 406	1 383	434	434	434	460	488	516
Other benefits and allowances		3 386	1 595	397	547	547	547	580	615	650
Payments in lieu of leave			2 707	1 326				326	345	365
Long service awards			1 177	1 053				117	124	131
Post-retirement benefit obligations				3 254				254	269	285
<b>Sub Total - Other Municipal Staff</b>		<b>73 935</b>	<b>89 854</b>	<b>93 387</b>	<b>89 130</b>	<b>95 525</b>	<b>94 480</b>	<b>95 839</b>	<b>101 493</b>	<b>107 380</b>
<b>% increase</b>	4		<b>21.5%</b>	<b>3.9%</b>	<b>(4.6%)</b>	<b>7.2%</b>	<b>(1.1%)</b>	<b>1.4%</b>	<b>5.9%</b>	<b>5.8%</b>
<b>Total Parent Municipality</b>		<b>82 232</b>	<b>99 967</b>	<b>101 958</b>	<b>101 498</b>	<b>104 536</b>	<b>111 667</b>	<b>113 976</b>	<b>120 700</b>	<b>127 700</b>
<b>% increase</b>	4		<b>21.6%</b>	<b>2.0%</b>	<b>(0.5%)</b>	<b>3.0%</b>	<b>6.8%</b>	<b>2.1%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>82 232</b>	<b>99 967</b>	<b>101 958</b>	<b>101 498</b>	<b>104 536</b>	<b>111 667</b>	<b>113 976</b>	<b>120 700</b>	<b>127 700</b>
<b>% increase</b>	4		<b>21.6%</b>	<b>2.0%</b>	<b>(0.5%)</b>	<b>3.0%</b>	<b>6.8%</b>	<b>2.1%</b>	<b>5.9%</b>	<b>5.8%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>78 780</b>	<b>94 872</b>	<b>98 032</b>	<b>97 306</b>	<b>95 525</b>	<b>102 656</b>	<b>104 514</b>	<b>110 680</b>	<b>117 099</b>

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
R thousands		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		15 563	16 500	16 267	17 406	16 659	16 659	17 642	18 683	19 785
Pension and UIF Contributions		1 988	2 083	2 578	2 759	2 499	2 499	2 646	2 802	2 968
Medical Aid Contributions		17	30	20	65	108	108	114	121	128
Motor Vehicle Allowance		2 835	3 091	3 387	3 624	4 200	4 200	4 447	4 710	4 988
Cellphone Allowance		1 603	1 603	1 910	2 043	2 043	2 043	2 164	2 291	2 427
Housing Allowances										
Other benefits and allowances		157	166	309	664	672	672	590	625	633
<b>Sub Total - Councillors</b>		<b>22 164</b>	<b>23 474</b>	<b>24 470</b>	<b>26 560</b>	<b>26 180</b>	<b>26 180</b>	<b>27 604</b>	<b>29 232</b>	<b>30 928</b>
<b>% increase</b>	4		<b>5.9%</b>	<b>4.2%</b>	<b>8.5%</b>	<b>(1.4%)</b>		<b>5.4%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		4 658	5 022	5 229	5 535	5 867	5 867	6 136	6 498	6 875
Pension and UIF Contributions		1 168	1 280	1 203	1 273	1 239	1 239	1 259	1 333	1 410
Medical Aid Contributions				102	102	137	137	109	115	122
Overtime										
Performance Bonus				412	461	1 888	1 888	680	720	762
Motor Vehicle Allowance		1 487	1 938	1 636	1 636	1 901	1 901	1 717	1 819	1 924
Cellphone Allowance										
Housing Allowances				78	78	78	78	78	83	87
Other benefits and allowances		383	840	103	62	90	90	111	118	125
Payments in lieu of leave				40	47	21	21			
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>7 696</b>	<b>9 080</b>	<b>8 802</b>	<b>9 194</b>	<b>11 221</b>	<b>11 221</b>	<b>10 090</b>	<b>10 685</b>	<b>11 305</b>
<b>% increase</b>	4		<b>18.0%</b>	<b>(3.1%)</b>	<b>4.5%</b>	<b>22.0%</b>		<b>(10.1%)</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		114 270	119 472	130 797	145 140	159 632	159 632	185 350	196 286	207 671
Pension and UIF Contributions		23 029	24 907	26 591	29 655	32 940	32 940	35 396	37 484	39 658
Medical Aid Contributions		3 806	4 839	5 736	5 126	7 107	7 107	7 094	7 512	7 948
Overtime		1 956	3 276	3 469	4 887	6 493	6 493	6 220	6 587	6 969
Performance Bonus										
Motor Vehicle Allowance		8 550	9 766	10 160	10 179	15 141	15 141	16 759	17 747	18 777
Cellphone Allowance								174	184	195
Housing Allowances		274	403	297	242	392	392	392	415	439
Other benefits and allowances		10 773	17 362	15 886	14 221	15 519	15 519	3 525	3 733	3 949
Payments in lieu of leave		636	3 419	707	502	389	389	175	185	196
Long service awards		1 732	533	263	263	1 044	1 044	1 369	1 439	1 522
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>165 025</b>	<b>183 977</b>	<b>193 906</b>	<b>210 215</b>	<b>238 657</b>	<b>238 657</b>	<b>256 443</b>	<b>271 573</b>	<b>287 324</b>
<b>% increase</b>	4		<b>11.5%</b>	<b>5.4%</b>	<b>8.4%</b>	<b>13.5%</b>		<b>7.5%</b>	<b>5.9%</b>	<b>5.8%</b>
<b>Total Parent Municipality</b>		<b>194 884</b>	<b>216 531</b>	<b>227 178</b>	<b>245 969</b>	<b>276 059</b>	<b>276 059</b>	<b>294 136</b>	<b>311 491</b>	<b>329 557</b>
<b>% increase</b>	4		<b>11.1%</b>	<b>4.9%</b>	<b>8.3%</b>	<b>12.2%</b>		<b>6.5%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>194 884</b>	<b>216 531</b>	<b>227 178</b>	<b>245 969</b>	<b>276 059</b>	<b>276 059</b>	<b>294 136</b>	<b>311 491</b>	<b>329 557</b>
<b>% increase</b>	4		<b>11.1%</b>	<b>4.9%</b>	<b>8.3%</b>	<b>12.2%</b>		<b>6.5%</b>	<b>5.9%</b>	<b>5.8%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>172 721</b>	<b>193 057</b>	<b>202 707</b>	<b>219 409</b>	<b>249 879</b>	<b>249 879</b>	<b>266 533</b>	<b>282 258</b>	<b>298 629</b>



Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		20 782	21 799	22 592	26 722	25 947	25 947	25 958	25 973	27 480
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>		20 782	21 799	22 592	26 722	25 947	25 947	25 958	25 973	27 480
<b>% increase</b>	4		4.9%	3.6%	18.3%	(2.9%)			0.1%	5.8%
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>										
<b>% increase</b>	4									
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		115 035	121 001	131 678	159 712	163 855	163 855	157 702	148 666	155 542
Pension and UIF Contributions		28 547	29 547	30 919	32 991	35 201	37 559	40 324	43 292	46 478
Medical Aid Contributions		11 048	12 048	13 779	14 702	15 687	16 738	17 970	19 293	20 713
Overtime		15 280	16 280	13 638	14 552	15 526	16 567	17 786	19 095	20 501
Performance Bonus		10 561	11 561	12 545	13 386	14 283	15 240	16 361	17 565	18 858
Motor Vehicle Allowance		7 462	8 462	9 068	9 676	10 324	11 015	11 826	12 697	13 631
Cellphone Allowance		51	61	63	67	71	76	82	88	94
Housing Allowances		136	236	363	387	413	441	473	508	545
Other benefits and allowances		1 055	2 055	2 315	2 470	2 636	2 812	3 019	3 242	3 480
Payments in lieu of leave		4 662	5 662	6 252	6 671	7 118	7 595	8 154	8 754	9 398
Long service awards		3 862	4 862	5 876	6 270	6 690	7 139	7 664	8 228	8 834
Post-retirement benefit obligations		868	968	1 098	1 172	1 250	1 334	1 432	1 538	1 651
<b>Sub Total - Other Municipal Staff</b>		198 567	212 743	227 595	262 055	273 055	280 371	282 794	282 965	299 725
<b>% increase</b>	4		7.1%	7.0%	15.1%	4.2%	2.7%	0.9%	0.1%	5.9%
<b>Total Parent Municipality</b>		219 349	234 542	250 187	288 777	299 002	306 318	308 752	308 938	327 205
<b>% increase</b>	4		6.9%	6.7%	15.4%	3.5%	2.4%	0.8%	0.1%	5.9%
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		219 349	234 542	250 187	288 777	299 002	306 318	308 752	308 938	327 205
<b>% increase</b>	4		6.9%	6.7%	15.4%	3.5%	2.4%	0.8%	0.1%	5.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	198 567	212 743	227 595	262 055	273 055	280 371	282 794	282 965	299 725

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1							29 963	31 641	33 414
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								135	142	150
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>								<b>30 098</b>	<b>31 784</b>	<b>33 564</b>
<b>% increase</b>	4								<b>5.6%</b>	<b>5.6%</b>
<b><u>Senior Managers of the Municipality</u></b>	2							5 321	5 624	5 939
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								<b>5 321</b>	<b>5 624</b>	<b>5 939</b>
<b>% increase</b>	4								<b>5.7%</b>	<b>5.6%</b>
<b><u>Other Municipal Staff</u></b>								66 141	69 911	73 826
Basic Salaries and Wages										
Pension and UIF Contributions								13 419	14 184	14 978
Medical Aid Contributions								7 570	8 002	8 450
Overtime								6 000	6 342	6 697
Performance Bonus										
Motor Vehicle Allowance								7 773	8 216	8 676
Cellphone Allowance								975	1 030	1 088
Housing Allowances								1 239	1 309	1 383
Other benefits and allowances								5 269	5 569	5 881
Payments in lieu of leave										
Long service awards								100	106	112
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>								<b>108 485</b>	<b>114 668</b>	<b>121 090</b>
<b>% increase</b>	4								<b>5.7%</b>	<b>5.6%</b>
<b>Total Parent Municipality</b>								<b>143 903</b>	<b>152 076</b>	<b>160 593</b>
<b>% increase</b>	4								<b>5.7%</b>	<b>5.6%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>								<b>143 903</b>	<b>152 076</b>	<b>160 593</b>
<b>% increase</b>	4								<b>5.7%</b>	<b>5.6%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5							<b>113 805</b>	<b>120 292</b>	<b>127 029</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		11 307	12 399	9 969	7 474	7 075	7 075	7 507	7 950	8 411
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance				2 113	2 226	2 226	2 226	2 362	2 501	2 646
Cellphone Allowance				484	518	518	518	549	582	616
Housing Allowances										
Other benefits and allowances					96	96	96	102	108	114
<b>Sub Total - Councillors</b>		<b>11 307</b>	<b>12 399</b>	<b>12 566</b>	<b>10 313</b>	<b>9 915</b>	<b>9 915</b>	<b>10 520</b>	<b>11 140</b>	<b>11 786</b>
<b>% increase</b>	4		9.7%	1.3%	(17.9%)	(3.9%)		6.1%	5.9%	5.8%
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		1 132	1 152	1 294	1 106	1 206	1 206	1 279	1 355	1 434
Pension and UIF Contributions		259	24	27	243	243	243	258	273	289
Medical Aid Contributions										
Overtime										
Performance Bonus		186	98	110	92	92	92	98	104	110
Motor Vehicle Allowance		203	236	265	23	23	23	25	26	28
Cellphone Allowance		42	49	55	4	4	4	4	4	4
Housing Allowances		233	325	366	387	387	387	411	435	461
Other benefits and allowances		29	11	12	13	13	13	14	14	15
Payments in lieu of leave		205	25	29	30	30	30	32	34	36
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>2 288</b>	<b>1 920</b>	<b>2 158</b>	<b>1 899</b>	<b>1 999</b>	<b>1 999</b>	<b>2 121</b>	<b>2 246</b>	<b>2 376</b>
<b>% increase</b>	4		(16.1%)	12.4%	(12.0%)	5.3%		6.1%	5.9%	5.8%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		265 856	263 648	296 235	380 396	264 989	264 989	354 745	375 675	397 464
Pension and UIF Contributions		462	591	664	1 081	1 081	1 081	1 146	1 214	1 284
Medical Aid Contributions		8 643	9 449	10 617	10 995	10 995	10 995	11 665	12 353	13 070
Overtime		15 827	19 823	22 273	25 537	25 537	25 537	27 094	28 693	30 357
Performance Bonus		15 827	19 612	22 036						
Motor Vehicle Allowance		19 551	19 312	21 699	22 614	22 614	22 614	23 994	25 409	26 883
Cellphone Allowance					1 421	1 421	1 421	1 507	1 596	1 689
Housing Allowances		16 113	15 012	16 867	27 325	27 325	27 325	28 992	30 703	32 484
Other benefits and allowances		30	25	28	29	29	29	31	33	35
Payments in lieu of leave		9 857	959	1 077	1 142	1 142	1 142	1 211	1 283	1 357
Long service awards		556	3 800	4 270	4 526	4 526	4 526	4 802	5 085	5 380
Post-retirement benefit obligations		37 410	39 822	44 744	47 429	47 429	47 429	50 322	53 291	56 382
<b>Sub Total - Other Municipal Staff</b>		<b>390 132</b>	<b>392 052</b>	<b>440 509</b>	<b>522 494</b>	<b>407 087</b>	<b>407 087</b>	<b>505 511</b>	<b>535 336</b>	<b>566 385</b>
<b>% increase</b>	4		0.5%	12.4%	18.6%	(22.1%)		24.2%	5.9%	5.8%
<b>Total Parent Municipality</b>		<b>403 727</b>	<b>406 371</b>	<b>455 233</b>	<b>534 706</b>	<b>419 001</b>	<b>419 001</b>	<b>518 151</b>	<b>548 722</b>	<b>580 548</b>
<b>% increase</b>	4		0.7%	12.0%	17.5%	(21.6%)		23.7%	5.9%	5.8%
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>403 727</b>	<b>406 371</b>	<b>455 233</b>	<b>534 706</b>	<b>419 001</b>	<b>419 001</b>	<b>518 151</b>	<b>548 722</b>	<b>580 548</b>
<b>% increase</b>	4		0.7%	12.0%	17.5%	(21.6%)		23.7%	5.9%	5.8%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>392 420</b>	<b>393 972</b>	<b>442 667</b>	<b>524 393</b>	<b>409 086</b>	<b>409 086</b>	<b>507 632</b>	<b>537 582</b>	<b>568 762</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		8 353	7 448	7 940	8 934	9 034	9 034	8 294	8 875	9 496
Pension and UIF Contributions		972	956	1 024	1 168	1 168	1 168	2 322	2 485	2 659
Medical Aid Contributions										
Motor Vehicle Allowance		1 656	2 738	2 941	3 091	3 091	3 091	2 806	3 002	3 212
Cellphone Allowance		653	997	1 001	1 054	1 054	1 054	1 003	1 073	1 149
Housing Allowances								158	169	181
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>11 633</b>	<b>12 139</b>	<b>12 906</b>	<b>14 247</b>	<b>14 347</b>	<b>14 347</b>	<b>14 584</b>	<b>15 605</b>	<b>16 697</b>
<b>% increase</b>	4		<b>4.3%</b>	<b>6.3%</b>	<b>10.4%</b>	<b>0.7%</b>		<b>1.7%</b>	<b>7.0%</b>	<b>7.0%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		2 505	3 281	3 643	3 845	3 845	3 845	4 096	4 342	4 602
Pension and UIF Contributions		442	665	636	949	949	949	723	767	813
Medical Aid Contributions										
Overtime										
Performance Bonus		167			0	0	0			
Motor Vehicle Allowance		1 158	1 347	1 233	1 293	1 293	1 293	1 374	1 456	1 544
Cellphone Allowance				125	161	161	161	148	157	166
Housing Allowances										
Other benefits and allowances								3	3	3
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>4 272</b>	<b>5 294</b>	<b>5 637</b>	<b>6 248</b>	<b>6 248</b>	<b>6 248</b>	<b>6 344</b>	<b>6 724</b>	<b>7 128</b>
<b>% increase</b>	4		<b>23.9%</b>	<b>6.5%</b>	<b>10.8%</b>			<b>1.5%</b>	<b>6.0%</b>	<b>6.0%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		35 647	37 386	41 820	48 583	52 258	52 258	52 503	56 219	60 198
Pension and UIF Contributions		7 913	8 593	9 328	10 583	10 630	10 630	13 110	14 035	15 026
Medical Aid Contributions		1 832	2 314	2 855	3 188	3 188	3 188	3 662	3 918	4 192
Overtime		950	1 034	1 143	1 000	1 000	1 000	759	812	869
Performance Bonus					200	200	200	800	856	916
Motor Vehicle Allowance		8 604	8 047	8 356	10 789	11 112	11 112	12 803	13 713	14 687
Cellphone Allowance		1 213	1 432	1 387	1 739	1 768	1 768	1 571	1 682	1 801
Housing Allowances		112	273	263	354	354	354	136	145	156
Other benefits and allowances		5 681	5 469	6 655	11 691	7 318	7 318	6 752	7 225	7 730
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>61 951</b>	<b>64 548</b>	<b>71 806</b>	<b>88 127</b>	<b>87 827</b>	<b>87 827</b>	<b>92 095</b>	<b>98 605</b>	<b>105 575</b>
<b>% increase</b>	4		<b>4.2%</b>	<b>11.2%</b>	<b>22.7%</b>	<b>(0.3%)</b>		<b>4.9%</b>	<b>7.1%</b>	<b>7.1%</b>
<b>Total Parent Municipality</b>		<b>77 857</b>	<b>81 981</b>	<b>90 349</b>	<b>108 622</b>	<b>108 422</b>	<b>108 422</b>	<b>113 023</b>	<b>120 934</b>	<b>129 400</b>
<b>% increase</b>	4		<b>5.3%</b>	<b>10.2%</b>	<b>20.2%</b>	<b>(0.2%)</b>		<b>4.2%</b>	<b>7.0%</b>	<b>7.0%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>77 857</b>	<b>81 981</b>	<b>90 349</b>	<b>108 622</b>	<b>108 422</b>	<b>108 422</b>	<b>113 023</b>	<b>120 934</b>	<b>129 400</b>
<b>% increase</b>	4		<b>5.3%</b>	<b>10.2%</b>	<b>20.2%</b>	<b>(0.2%)</b>		<b>4.2%</b>	<b>7.0%</b>	<b>7.0%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>66 223</b>	<b>69 842</b>	<b>77 443</b>	<b>94 375</b>	<b>94 075</b>	<b>94 075</b>	<b>98 439</b>	<b>105 329</b>	<b>112 702</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages								10 037	10 639	11 384
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								2 509	2 660	2 846
Cellphone Allowance								845	895	958
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>								<b>13 391</b>	<b>14 195</b>	<b>15 188</b>
<b>% increase</b>	4								<b>6.0%</b>	<b>7.0%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages								6 148	6 578	7 038
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								240	240	240
Housing Allowances										
Other benefits and allowances								225	234	243
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								<b>6 613</b>	<b>7 051</b>	<b>7 521</b>
<b>% increase</b>	4								<b>6.6%</b>	<b>6.7%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages								41 383	44 252	47 350
Pension and UIF Contributions								9 413	10 065	10 770
Medical Aid Contributions								3 225	3 450	3 691
Overtime								1 308	1 398	1 496
Performance Bonus										
Motor Vehicle Allowance								2 143	2 292	2 452
Cellphone Allowance								959	1 386	1 483
Housing Allowances								186	199	213
Other benefits and allowances								12 756	13 255	14 172
Payments in lieu of leave								1 723	1 843	1 972
Long service awards								679	727	778
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>								<b>73 775</b>	<b>78 867</b>	<b>84 377</b>
<b>% increase</b>	4								<b>6.9%</b>	<b>7.0%</b>
<b>Total Parent Municipality</b>								<b>93 778</b>	<b>100 113</b>	<b>107 086</b>
<b>% increase</b>	4								<b>6.8%</b>	<b>7.0%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>								<b>93 778</b>	<b>100 113</b>	<b>107 086</b>
<b>% increase</b>	4								<b>6.8%</b>	<b>7.0%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5							<b>80 387</b>	<b>85 919</b>	<b>91 898</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages					20 716	20 716	20 716	22 666	24 025	25 466
Pension and UIF Contributions					3 073	3 073	3 073	3 258	3 453	3 660
Medical Aid Contributions					638	638	638	676	717	760
Motor Vehicle Allowance					8 413	8 413	8 413	8 918	9 453	10 020
Cellphone Allowance					2 111	2 111	2 111	2 238	2 372	2 514
Housing Allowances										
Other benefits and allowances					375	375	375	397	421	446
<b>Sub Total - Councillors</b>					<b>35 326</b>	<b>35 326</b>	<b>35 326</b>	<b>38 152</b>	<b>40 441</b>	<b>42 867</b>
<b>% increase</b>	4							<b>8.0%</b>	<b>6.0%</b>	<b>6.0%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages					8 114	8 114	8 114	12 007	12 674	13 435
Pension and UIF Contributions					1 057	1 057	1 057	1 136	1 205	1 277
Medical Aid Contributions					189	189	189	203	216	228
Overtime					17 441					
Performance Bonus										
Motor Vehicle Allowance					1 260	1 260	1 260	1 355	1 436	1 522
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					390	390	390	419	445	471
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>					<b>28 451</b>	<b>11 011</b>	<b>11 011</b>	<b>15 121</b>	<b>15 975</b>	<b>16 934</b>
<b>% increase</b>	4					<b>(61.3%)</b>		<b>37.3%</b>	<b>5.6%</b>	<b>6.0%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages					412 618	412 618	412 618	473 117	498 003	527 882
Pension and UIF Contributions					82 341	82 341	82 341	100 925	106 627	113 025
Medical Aid Contributions					23 345	23 345	23 345	28 143	29 733	31 517
Overtime					29 561	29 561	29 561	39 679	41 920	44 436
Performance Bonus										
Motor Vehicle Allowance					38 588	38 588	38 588			
Cellphone Allowance								336	355	376
Housing Allowances					6 286	6 286	6 286	6 880	7 269	7 705
Other benefits and allowances					38 898	38 898	38 898	91 525	96 697	102 498
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>					<b>631 637</b>	<b>631 637</b>	<b>631 637</b>	<b>740 604</b>	<b>780 603</b>	<b>827 438</b>
<b>% increase</b>	4							<b>17.3%</b>	<b>5.4%</b>	<b>6.0%</b>
<b>Total Parent Municipality</b>					<b>695 414</b>	<b>677 974</b>	<b>677 974</b>	<b>793 877</b>	<b>837 019</b>	<b>887 239</b>
<b>% increase</b>	4					<b>(2.5%)</b>		<b>17.1%</b>	<b>5.4%</b>	<b>6.0%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages					1 596	1 596	1 596	1 676	1 760	1 865
Pension and UIF Contributions					292	292	292	307	322	342
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>					<b>1 888</b>	<b>1 888</b>	<b>1 888</b>	<b>1 983</b>	<b>2 082</b>	<b>2 207</b>
<b>% increase</b>	4							<b>5.0%</b>	<b>5.0%</b>	<b>6.0%</b>
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages					1 015	1 015	1 015	1 076	1 140	1 209
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>					<b>1 015</b>	<b>1 015</b>	<b>1 015</b>	<b>1 076</b>	<b>1 140</b>	<b>1 209</b>
<b>% increase</b>	4							<b>6.0%</b>	<b>6.0%</b>	<b>6.0%</b>
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages					4 804	4 804	4 804	6 242	6 616	7 013
Pension and UIF Contributions					301	301	301	319	338	359
Medical Aid Contributions					375	375	375	397	421	446
Overtime					40	40	40	42	45	48
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances					108	108	108	114	121	128
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>					<b>5 627</b>	<b>5 627</b>	<b>5 627</b>	<b>7 115</b>	<b>7 542</b>	<b>7 994</b>
<b>% increase</b>	4							<b>26.4%</b>	<b>6.0%</b>	<b>6.0%</b>
<b>Total Municipal Entities</b>					<b>8 531</b>	<b>8 531</b>	<b>8 531</b>	<b>10 173</b>	<b>10 764</b>	<b>11 410</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>					<b>703 945</b>	<b>686 504</b>	<b>686 504</b>	<b>804 050</b>	<b>847 783</b>	<b>898 649</b>
<b>% increase</b>	4					<b>(2.5%)</b>		<b>17.1%</b>	<b>5.4%</b>	<b>6.0%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5				<b>666 731</b>	<b>649 290</b>	<b>649 290</b>	<b>763 916</b>	<b>805 260</b>	<b>853 575</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages								16 523	17 464	18 442
Pension and UIF Contributions								5 462	5 774	6 097
Medical Aid Contributions										
Motor Vehicle Allowance								2 477	2 618	2 764
Cellphone Allowance								1 859	1 965	2 075
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>								<b>26 320</b>	<b>27 820</b>	<b>29 378</b>
<b>% increase</b>	4								5.7%	5.6%
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages								6 441	6 808	7 189
Pension and UIF Contributions								1 148	1 213	1 281
Medical Aid Contributions								94	99	105
Overtime										
Performance Bonus								474	501	529
Motor Vehicle Allowance										
Cellphone Allowance								85	90	95
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								<b>8 241</b>	<b>8 711</b>	<b>9 199</b>
<b>% increase</b>	4								5.7%	5.6%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages								56 460	53 792	56 742
Pension and UIF Contributions								10 552	11 153	11 778
Medical Aid Contributions								2 173	2 297	2 426
Overtime								1 477	1 561	1 648
Performance Bonus										
Motor Vehicle Allowance								5 152	5 445	5 750
Cellphone Allowance								447	472	498
Housing Allowances								429	453	479
Other benefits and allowances								5 205	5 502	5 809
Payments in lieu of leave										
Long service awards								113		
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>								<b>82 006</b>	<b>80 675</b>	<b>85 130</b>
<b>% increase</b>	4								(1.6%)	5.5%
<b>Total Parent Municipality</b>								<b>116 567</b>	<b>117 206</b>	<b>123 707</b>
<b>% increase</b>	4								0.5%	5.5%
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>								<b>116 567</b>	<b>117 206</b>	<b>123 707</b>
<b>% increase</b>	4								0.5%	5.5%
<b>TOTAL MANAGERS AND STAFF</b>	5							<b>90 247</b>	<b>89 386</b>	<b>94 329</b>

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
R thousands		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages								8 991	9 665	10 390
Pension and UIF Contributions								1 032	1 109	1 192
Medical Aid Contributions								75	81	87
Motor Vehicle Allowance								2 051	2 205	2 370
Cellphone Allowance										
Housing Allowances								16	17	18
Other benefits and allowances										
<b>Sub Total - Councillors</b>								<b>12 165</b>	<b>13 077</b>	<b>14 057</b>
<b>% increase</b>	4								<b>7.5%</b>	<b>7.5%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages								7 269	7 705	8 167
Pension and UIF Contributions								889	942	997
Medical Aid Contributions								7	8	8
Overtime										
Performance Bonus								632	670	710
Motor Vehicle Allowance								1 447	1 534	1 626
Cellphone Allowance										
Housing Allowances								2	2	2
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								<b>10 245</b>	<b>10 859</b>	<b>11 509</b>
<b>% increase</b>	4								<b>6.0%</b>	<b>6.0%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages								178 788	191 293	202 870
Pension and UIF Contributions								34 517	36 602	38 820
Medical Aid Contributions								15 176	16 086	17 057
Overtime								16 291	17 269	18 305
Performance Bonus								4 968	5 266	5 582
Motor Vehicle Allowance								19 262	20 430	21 676
Cellphone Allowance										
Housing Allowances								4 256	4 517	4 790
Other benefits and allowances								2 364	2 505	2 655
Payments in lieu of leave								1 326	1 406	1 490
Long service awards								2 410	2 555	2 708
Post-retirement benefit obligations								302	320	339
<b>Sub Total - Other Municipal Staff</b>								<b>279 661</b>	<b>298 251</b>	<b>316 293</b>
<b>% increase</b>	4								<b>6.6%</b>	<b>6.0%</b>
<b>Total Parent Municipality</b>								<b>302 071</b>	<b>322 187</b>	<b>341 859</b>
<b>% increase</b>	4								<b>6.7%</b>	<b>6.1%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>								<b>302 071</b>	<b>322 187</b>	<b>341 859</b>
<b>% increase</b>	4								<b>6.7%</b>	<b>6.1%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5							<b>289 906</b>	<b>309 110</b>	<b>327 802</b>



Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b>Councillors (Political Office Bearers plus Other)</b>	1									
Basic Salaries and Wages		3 542	4 051	4 294	4 662	4 952	4 952	5 329	5 633	5 948
Pension and UIF Contributions		592	719	762	540	668	668	724	765	808
Medical Aid Contributions		96	125	133	123	115	115	93	98	104
Motor Vehicle Allowance		1 411	1 356	1 437	1 433	1 526	1 526	1 398	1 478	1 561
Cellphone Allowance		414	514	545	349	327	327	506	535	565
Housing Allowances										
Other benefits and allowances		182	321	340	993	810	810	144	152	161
<b>Sub Total - Councillors</b>		<b>6 237</b>	<b>7 086</b>	<b>7 511</b>	<b>8 100</b>	<b>8 399</b>	<b>8 399</b>	<b>8 194</b>	<b>8 661</b>	<b>9 146</b>
<b>% increase</b>			<b>13.6%</b>	<b>6.0%</b>	<b>7.8%</b>	<b>3.7%</b>		<b>(2.4%)</b>	<b>5.7%</b>	<b>5.6%</b>
<b>Senior Managers of the Municipality</b>	2									
Basic Salaries and Wages		5 708	5 208	5 520	4 468	7 034	7 034	4 963	5 246	5 540
Pension and UIF Contributions		646	421	446				4	4	4
Medical Aid Contributions		261	321	340		32	32			
Overtime						25	25			
Performance Bonus										
Motor Vehicle Allowance		1 199	850	901	1 470	1 303	1 303	949	1 003	1 060
Cellphone Allowance		39	45	48		59	59	44	46	49
Housing Allowances		5	14	15		15	15			
Other benefits and allowances		562						57	61	64
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>8 419</b>	<b>6 859</b>	<b>7 270</b>	<b>5 938</b>	<b>8 468</b>	<b>8 468</b>	<b>6 017</b>	<b>6 360</b>	<b>6 716</b>
<b>% increase</b>			<b>(18.5%)</b>	<b>6.0%</b>	<b>(18.3%)</b>	<b>42.6%</b>		<b>(28.9%)</b>	<b>5.7%</b>	<b>5.6%</b>
<b>Other Municipal Staff</b>	4									
Basic Salaries and Wages		60 401	60 241	63 855	66 803	54 330	54 330	65 059	68 767	72 618
Pension and UIF Contributions		9 765	9 958	10 556	12 259	11 825	11 825	14 849	15 696	16 575
Medical Aid Contributions		2 960	3 010	3 191	4 289	3 998	3 998	4 662	4 928	5 204
Overtime		5 736	4 024	4 265	5 576	4 903	4 903	6 931	7 326	7 736
Performance Bonus								5 374	5 680	5 998
Motor Vehicle Allowance		5 383	5 654	5 993	8 346	7 094	7 094	7 132	7 539	7 961
Cellphone Allowance		234	321	340	507	547	547	297	314	332
Housing Allowances		63	84	89	149	190	190	205	216	228
Other benefits and allowances		11 696	4 242	4 497	10 659	9 106	9 106	5 356	5 661	5 978
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>96 237</b>	<b>87 534</b>	<b>92 786</b>	<b>108 588</b>	<b>91 994</b>	<b>91 994</b>	<b>109 865</b>	<b>116 128</b>	<b>122 631</b>
<b>% increase</b>			<b>(9.0%)</b>	<b>6.0%</b>	<b>17.0%</b>	<b>(15.3%)</b>		<b>19.4%</b>	<b>5.7%</b>	<b>5.6%</b>
<b>Total Parent Municipality</b>		<b>110 893</b>	<b>101 479</b>	<b>107 568</b>	<b>122 626</b>	<b>108 861</b>	<b>108 861</b>	<b>124 077</b>	<b>131 149</b>	<b>138 493</b>
<b>% increase</b>			<b>(8.5%)</b>	<b>6.0%</b>	<b>14.0%</b>	<b>(11.2%)</b>		<b>14.0%</b>	<b>5.7%</b>	<b>5.6%</b>
<b>Board Members of Entities</b>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>										
<b>Senior Managers of Entities</b>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>										
<b>Other Staff of Entities</b>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>										
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>110 893</b>	<b>101 479</b>	<b>107 568</b>	<b>122 626</b>	<b>108 861</b>	<b>108 861</b>	<b>124 077</b>	<b>131 149</b>	<b>138 493</b>
<b>% increase</b>			<b>(8.5%)</b>	<b>6.0%</b>	<b>14.0%</b>	<b>(11.2%)</b>		<b>14.0%</b>	<b>5.7%</b>	<b>5.6%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>104 656</b>	<b>94 393</b>	<b>100 057</b>	<b>114 526</b>	<b>100 461</b>	<b>100 461</b>	<b>115 883</b>	<b>122 488</b>	<b>129 347</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages								7 159	7 567	7 991
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								2 038	2 154	2 274
Cellphone Allowance								543	573	606
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>								<b>9 740</b>	<b>10 295</b>	<b>10 871</b>
<b>% increase</b>	4								5.7%	5.6%
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages								5 593	5 912	6 243
Pension and UIF Contributions								1 258	1 330	1 405
Medical Aid Contributions								185	196	206
Overtime										
Performance Bonus								189	200	211
Motor Vehicle Allowance								919	972	1 026
Cellphone Allowance								126	133	140
Housing Allowances										
Other benefits and allowances								835	883	932
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								<b>9 106</b>	<b>9 625</b>	<b>10 164</b>
<b>% increase</b>	4								5.7%	5.6%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages								102 337	108 170	114 227
Pension and UIF Contributions								22 783	24 082	25 432
Medical Aid Contributions								9 126	9 647	10 187
Overtime								4 436	4 689	4 951
Performance Bonus										
Motor Vehicle Allowance								10 310	10 897	11 507
Cellphone Allowance								1 265	1 337	1 412
Housing Allowances								1 042	1 102	1 164
Other benefits and allowances								16 573	17 518	18 499
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>								<b>167 871</b>	<b>177 441</b>	<b>187 379</b>
<b>% increase</b>	4								5.7%	5.6%
<b>Total Parent Municipality</b>								<b>186 717</b>	<b>197 361</b>	<b>208 414</b>
<b>% increase</b>	4								5.7%	5.6%
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>								<b>186 717</b>	<b>197 361</b>	<b>208 414</b>
<b>% increase</b>	4								5.7%	5.6%
<b>TOTAL MANAGERS AND STAFF</b>	5							<b>176 977</b>	<b>187 066</b>	<b>197 543</b>

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
R thousands		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages					3 694	3 694	3 694	3 722	3 913	4 131
Pension and UIF Contributions					786	786	786	842	900	959
Medical Aid Contributions					409	409	409	438	468	499
Motor Vehicle Allowance					1 119	1 119	1 119	1 198	1 281	1 365
Cellphone Allowance					386	386	386	413	442	470
Housing Allowances					242	242	242	258	276	294
Other benefits and allowances		5 801	5 968	6 269	72	72	72	77	82	88
<b>Sub Total - Councillors</b>		<b>5 801</b>	<b>5 968</b>	<b>6 269</b>	<b>6 708</b>	<b>6 708</b>	<b>6 708</b>	<b>6 947</b>	<b>7 364</b>	<b>7 806</b>
<b>% increase</b>	4		2.9%	5.1%	7.0%			3.6%	6.0%	6.0%
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>										
<b>% increase</b>	4									
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		50 359	59 352	69 368	104 758	91 709	91 709	79 992	84 792	89 881
Pension and UIF Contributions		1 048	1 184	1 342				8 937	9 473	10 042
Medical Aid Contributions		1 025								
Overtime		4 522	5 157	5 893		31	31	4 318	4 577	4 852
Performance Bonus		1 509	5 649	4 711		6 360	6 360	1 410	1 495	1 585
Motor Vehicle Allowance		3 965	5 523	6 980		6 944	6 944	2 873	3 045	3 227
Cellphone Allowance		7 618	10 155	12 010		11 819	11 819	5 314	5 633	5 970
Housing Allowances		765	195	299		329	329	5 931	6 287	6 665
Other benefits and allowances										
Payments in lieu of leave		1 283	1 682	1 947				3 626	3 843	4 074
Long service awards										
Post-retirement benefit obligations		459	1 005	1 149		357	357	7 351	7 792	8 259
<b>Sub Total - Other Municipal Staff</b>		<b>72 555</b>	<b>89 903</b>	<b>103 699</b>	<b>104 758</b>	<b>117 549</b>	<b>117 549</b>	<b>119 752</b>	<b>126 937</b>	<b>134 554</b>
<b>% increase</b>	4		23.9%	15.3%	1.0%	12.2%		1.9%	6.0%	6.0%
<b>Total Parent Municipality</b>		<b>78 356</b>	<b>95 870</b>	<b>109 968</b>	<b>111 466</b>	<b>124 258</b>	<b>124 258</b>	<b>126 700</b>	<b>134 302</b>	<b>142 360</b>
<b>% increase</b>	4		22.4%	14.7%	1.4%	11.5%		2.0%	6.0%	6.0%
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>78 356</b>	<b>95 870</b>	<b>109 968</b>	<b>111 466</b>	<b>124 258</b>	<b>124 258</b>	<b>126 700</b>	<b>134 302</b>	<b>142 360</b>
<b>% increase</b>	4		22.4%	14.7%	1.4%	11.5%		2.0%	6.0%	6.0%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>72 555</b>	<b>89 903</b>	<b>103 699</b>	<b>104 758</b>	<b>117 549</b>	<b>117 549</b>	<b>119 752</b>	<b>126 937</b>	<b>134 554</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages								13 337	14 231	15 184
Pension and UIF Contributions								2 001	2 135	2 278
Medical Aid Contributions										
Motor Vehicle Allowance								5 121	5 417	5 754
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								1 576	1 680	1 785
<b>Sub Total - Councillors</b>								<b>22 035</b>	<b>23 463</b>	<b>25 000</b>
<b>% increase</b>	4								<b>6.5%</b>	<b>6.5%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages								6 298	6 714	7 131
Pension and UIF Contributions								1 542	1 644	1 745
Medical Aid Contributions								343	412	481
Overtime										
Performance Bonus								1 844	1 878	1 913
Motor Vehicle Allowance								944	944	944
Cellphone Allowance								202	216	229
Housing Allowances								19	19	19
Other benefits and allowances								1	1	1
Payments in lieu of leave								189	201	214
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								<b>11 381</b>	<b>12 029</b>	<b>12 677</b>
<b>% increase</b>	4								<b>5.7%</b>	<b>5.4%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages								150 021	159 936	169 851
Pension and UIF Contributions								36 363	38 766	41 169
Medical Aid Contributions								14 286	17 143	20 000
Overtime								12 584	13 418	14 252
Performance Bonus								12 485	13 309	14 134
Motor Vehicle Allowance								24 344	25 939	27 534
Cellphone Allowance								4 136	4 409	4 683
Housing Allowances								3 673	3 683	3 715
Other benefits and allowances								7 048	7 523	7 999
Payments in lieu of leave								4 495	4 792	5 089
Long service awards								3 667	3 897	4 126
Post-retirement benefit obligations								3 511	4 038	5 091
<b>Sub Total - Other Municipal Staff</b>								<b>276 612</b>	<b>296 853</b>	<b>317 641</b>
<b>% increase</b>	4								<b>7.3%</b>	<b>7.0%</b>
<b>Total Parent Municipality</b>								<b>310 029</b>	<b>332 345</b>	<b>355 318</b>
<b>% increase</b>	4								<b>7.2%</b>	<b>6.9%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>								<b>310 029</b>	<b>332 345</b>	<b>355 318</b>
<b>% increase</b>	4								<b>7.2%</b>	<b>6.9%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5							<b>287 994</b>	<b>308 882</b>	<b>330 318</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages								5 753	6 041	6 343
Pension and UIF Contributions								863	906	951
Medical Aid Contributions								91	95	100
Motor Vehicle Allowance								2 236	2 347	2 465
Cellphone Allowance								776	815	856
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>								<b>9 718</b>	<b>10 284</b>	<b>10 714</b>
<b>% increase</b>	4								<b>5.0%</b>	<b>5.0%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages								4 221	4 532	4 865
Pension and UIF Contributions								865	928	997
Medical Aid Contributions								69	74	80
Overtime										
Performance Bonus										
Motor Vehicle Allowance								1 108	1 190	1 277
Cellphone Allowance								109	117	125
Housing Allowances										
Other benefits and allowances								1	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								<b>6 372</b>	<b>6 841</b>	<b>7 345</b>
<b>% increase</b>	4								<b>7.4%</b>	<b>7.4%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages								120 315	131 330	142 736
Pension and UIF Contributions								24 826	27 310	29 675
Medical Aid Contributions								7 701	8 240	8 817
Overtime								4 596	4 866	5 142
Performance Bonus										
Motor Vehicle Allowance								9 301	9 948	10 640
Cellphone Allowance								689	737	788
Housing Allowances								566	606	648
Other benefits and allowances								7 762	8 332	8 932
Payments in lieu of leave								1 604	1 716	1 837
Long service awards								2 084	1 510	1 966
Post-retirement benefit obligations								4 856	5 916	5 980
<b>Sub Total - Other Municipal Staff</b>								<b>184 301</b>	<b>200 513</b>	<b>217 162</b>
<b>% increase</b>	4								<b>8.8%</b>	<b>8.3%</b>
<b>Total Parent Municipality</b>								<b>200 392</b>	<b>217 559</b>	<b>235 221</b>
<b>% increase</b>	4								<b>8.6%</b>	<b>8.1%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>								<b>200 392</b>	<b>217 559</b>	<b>235 221</b>
<b>% increase</b>	4								<b>8.6%</b>	<b>8.1%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5							<b>190 673</b>	<b>207 355</b>	<b>224 507</b>

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
R thousands		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		3 820	339		7 359	7 359	7 359	7 359	7 853	8 371
Pension and UIF Contributions		461	41							
Medical Aid Contributions		62	7							
Motor Vehicle Allowance		1 255	109							
Cellphone Allowance		301	25							
Housing Allowances										
Other benefits and allowances		92	5							
<b>Sub Total - Councillors</b>		<b>5 992</b>	<b>527</b>		<b>7 359</b>	<b>7 359</b>	<b>7 359</b>	<b>7 359</b>	<b>7 853</b>	<b>8 371</b>
<b>% increase</b>	4		(91.2%)	(100.0%)					6.7%	6.6%
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>										
<b>% increase</b>	4									
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		34 565	3 446		48 111	47 348	47 348	50 938	54 351	57 938
Pension and UIF Contributions		6 795	611		9 486	9 416	9 416	10 332	11 024	11 752
Medical Aid Contributions		2 364	227		3 524	3 492	3 492	4 986	5 320	5 671
Overtime		499	89		1 062	1 610	1 610	313	334	356
Performance Bonus		257			1 016	364	364	1 156	1 234	1 315
Motor Vehicle Allowance		5 989	512		8 258	8 143	8 143	7 888	8 416	8 972
Cellphone Allowance		368	32		522	534	534	508	542	578
Housing Allowances		185	62		2 520	2 598	2 598	2 394	2 598	2 598
Other benefits and allowances		4 219	51		1 531	1 531	1 531	1 801	1 917	2 038
Payments in lieu of leave		1 896	123		3 022	2 942	2 942	3 178	3 391	3 615
Long service awards		551			686	686	686	686	725	765
Post-retirement benefit obligations		922	63		4 251	4 251	4 251	3 378	3 571	3 771
<b>Sub Total - Other Municipal Staff</b>		<b>58 611</b>	<b>5 216</b>		<b>83 988</b>	<b>82 913</b>	<b>82 913</b>	<b>87 558</b>	<b>93 422</b>	<b>99 368</b>
<b>% increase</b>	4		(91.1%)	(100.0%)		(1.3%)		5.6%	6.7%	6.4%
<b>Total Parent Municipality</b>		<b>64 602</b>	<b>5 744</b>		<b>91 347</b>	<b>90 272</b>	<b>90 272</b>	<b>94 917</b>	<b>101 275</b>	<b>107 739</b>
<b>% increase</b>	4		(91.1%)	(100.0%)		(1.2%)		5.1%	6.7%	6.4%
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>64 602</b>	<b>5 744</b>		<b>91 347</b>	<b>90 272</b>	<b>90 272</b>	<b>94 917</b>	<b>101 275</b>	<b>107 739</b>
<b>% increase</b>	4		(91.1%)	(100.0%)		(1.2%)		5.1%	6.7%	6.4%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>58 611</b>	<b>5 216</b>		<b>83 988</b>	<b>82 913</b>	<b>82 913</b>	<b>87 558</b>	<b>93 422</b>	<b>99 368</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		5 833	6 217	7 109	7 212	7 212	7 212	7 789	8 412	9 085
Pension and UIF Contributions		1 022	1 146	1 194	1 832	1 832	1 832	1 978	2 137	2 308
Medical Aid Contributions						30	30	32	35	38
Motor Vehicle Allowance		1 952	1 907	1 672	1 869	1 839	1 839	1 987	2 145	2 317
Cellphone Allowance				658	750	750	750	810	875	945
Housing Allowances										
Other benefits and allowances		1 073	1 073							
<b>Sub Total - Councillors</b>		<b>9 880</b>	<b>10 343</b>	<b>10 633</b>	<b>11 663</b>	<b>11 663</b>	<b>11 663</b>	<b>12 596</b>	<b>13 604</b>	<b>14 692</b>
<b>% increase</b>	4		<b>4.7%</b>	<b>2.8%</b>	<b>9.7%</b>			<b>8.0%</b>	<b>8.0%</b>	<b>8.0%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		1 658	2 215	2 001	4 087	4 087	4 087	4 393	4 654	4 931
Pension and UIF Contributions		199	286	343	664	664	664	539	576	614
Medical Aid Contributions					125	125	125	114	121	129
Overtime										
Performance Bonus		71	67		247	247	247			
Motor Vehicle Allowance		343	286	111	294	294	294	231	246	263
Cellphone Allowance				54	86	86	86	97	103	110
Housing Allowances										
Other benefits and allowances		393	315	230	1	1	1	245	261	278
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>2 664</b>	<b>3 169</b>	<b>2 739</b>	<b>5 503</b>	<b>5 503</b>	<b>5 503</b>	<b>5 618</b>	<b>5 962</b>	<b>6 325</b>
<b>% increase</b>	4		<b>19.0%</b>	<b>(13.6%)</b>	<b>100.9%</b>			<b>2.1%</b>	<b>6.1%</b>	<b>6.1%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		28 000	29 622	36 842	42 947	44 551	44 551	51 584	53 810	57 533
Pension and UIF Contributions		6 066	6 372	6 938	9 626	9 660	9 660	10 569	11 322	12 104
Medical Aid Contributions		1 855	1 994	1 884	2 569	2 690	2 690	189	3 124	3 340
Overtime		1 057	1 389	1 250	1 688	1 543	1 543	1 660	1 778	1 901
Performance Bonus		3 842	3 610		3 428	(247)	(247)			
Motor Vehicle Allowance		1 998	2 404	2 501	3 426	3 791	3 791	4 164	4 460	4 769
Cellphone Allowance				1 518	546	546	546	583	623	666
Housing Allowances		80	82	431	457	507	507	546	585	625
Other benefits and allowances		3 689	4 507	5 274	520	4 578	4 578	7 409	5 015	5 361
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>46 587</b>	<b>49 981</b>	<b>56 638</b>	<b>65 207</b>	<b>67 618</b>	<b>67 618</b>	<b>76 703</b>	<b>80 716</b>	<b>86 298</b>
<b>% increase</b>	4		<b>7.3%</b>	<b>13.3%</b>	<b>15.1%</b>	<b>3.7%</b>		<b>13.4%</b>	<b>5.2%</b>	<b>6.9%</b>
<b>Total Parent Municipality</b>		<b>59 131</b>	<b>63 494</b>	<b>70 010</b>	<b>82 373</b>	<b>84 785</b>	<b>84 785</b>	<b>94 918</b>	<b>100 282</b>	<b>107 315</b>
<b>% increase</b>	4		<b>7.4%</b>	<b>10.3%</b>	<b>17.7%</b>	<b>2.9%</b>		<b>12.0%</b>	<b>5.7%</b>	<b>7.0%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>59 131</b>	<b>63 494</b>	<b>70 010</b>	<b>82 373</b>	<b>84 785</b>	<b>84 785</b>	<b>94 918</b>	<b>100 282</b>	<b>107 315</b>
<b>% increase</b>	4		<b>7.4%</b>	<b>10.3%</b>	<b>17.7%</b>	<b>2.9%</b>		<b>12.0%</b>	<b>5.7%</b>	<b>7.0%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>49 251</b>	<b>53 150</b>	<b>59 377</b>	<b>70 710</b>	<b>73 122</b>	<b>73 122</b>	<b>82 322</b>	<b>86 678</b>	<b>92 623</b>

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
R thousands		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		10 270	12 196	11 508	13 424	13 435	13 435	14 748	15 588	16 461
Pension and UIF Contributions		953	1 047	987	1 080	1 555	1 555	1 670	1 766	1 864
Medical Aid Contributions		170	252	306	275	266	266	285	302	319
Motor Vehicle Allowance		3 840	4 030	3 640	4 000	4 458	4 458	4 788	5 061	5 344
Cellphone Allowance				1 615		570	570	612	647	683
Housing Allowances										
Other benefits and allowances		0	381	1 005	128	8	8	9	10	10
<b>Sub Total - Councillors</b>		<b>15 233</b>	<b>17 905</b>	<b>19 061</b>	<b>18 908</b>	<b>20 292</b>	<b>20 292</b>	<b>22 113</b>	<b>23 373</b>	<b>24 682</b>
<b>% increase</b>	4		<b>17.5%</b>	<b>6.5%</b>	<b>(0.8%)</b>	<b>7.3%</b>		<b>9.0%</b>	<b>5.7%</b>	<b>5.6%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		3 335	3 106	4 473	5 706	7 311	7 311	4 745	5 015	5 296
Pension and UIF Contributions			209	352	496	564	564	1 021	1 079	1 140
Medical Aid Contributions				169	86	139	139	228	241	254
Overtime										
Performance Bonus										
Motor Vehicle Allowance		827	566	718	793	1 018	1 018	840	888	938
Cellphone Allowance								14	15	16
Housing Allowances										
Other benefits and allowances			54	283	71	267	267	75	79	83
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>4 162</b>	<b>3 936</b>	<b>5 994</b>	<b>7 153</b>	<b>9 300</b>	<b>9 300</b>	<b>6 923</b>	<b>7 318</b>	<b>7 727</b>
<b>% increase</b>	4		<b>(5.4%)</b>	<b>52.3%</b>	<b>19.3%</b>	<b>30.0%</b>		<b>(25.6%)</b>	<b>5.7%</b>	<b>5.6%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		49 972	58 199	66 719	67 914	67 431	67 431	78 939	83 410	88 053
Pension and UIF Contributions		9 902	11 194	12 228	13 194	14 021	14 021	14 523	15 351	16 211
Medical Aid Contributions		2 621	2 949	3 565	3 869	3 944	3 944	4 340	4 587	4 844
Overtime		1 172	1 473	2 589	1 060	2 076	2 076	1 595	1 286	1 358
Performance Bonus										
Motor Vehicle Allowance		3 718	4 994	5 437	7 693	7 501	7 501	8 062	8 522	8 999
Cellphone Allowance						127	127	636	672	710
Housing Allowances		67	95	137	158	175	175	145	153	161
Other benefits and allowances		699	9 713	12 594	6 458	6 846	6 846	7 333	7 751	8 185
Payments in lieu of leave		4 528	1 001	2 046	1 060	952	952	802	848	895
Long service awards				841	494	123	123	162	171	181
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>72 680</b>	<b>89 617</b>	<b>106 156</b>	<b>101 900</b>	<b>103 196</b>	<b>103 196</b>	<b>116 537</b>	<b>122 751</b>	<b>129 597</b>
<b>% increase</b>	4		<b>23.3%</b>	<b>18.5%</b>	<b>(4.0%)</b>	<b>1.3%</b>		<b>12.9%</b>	<b>5.3%</b>	<b>5.6%</b>
<b>Total Parent Municipality</b>		<b>92 075</b>	<b>111 458</b>	<b>131 211</b>	<b>127 962</b>	<b>132 788</b>	<b>132 788</b>	<b>145 573</b>	<b>153 442</b>	<b>162 007</b>
<b>% increase</b>	4		<b>21.1%</b>	<b>17.7%</b>	<b>(2.5%)</b>	<b>3.8%</b>		<b>9.6%</b>	<b>5.4%</b>	<b>5.6%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>92 075</b>	<b>111 458</b>	<b>131 211</b>	<b>127 962</b>	<b>132 788</b>	<b>132 788</b>	<b>145 573</b>	<b>153 442</b>	<b>162 007</b>
<b>% increase</b>	4		<b>21.1%</b>	<b>17.7%</b>	<b>(2.5%)</b>	<b>3.8%</b>		<b>9.6%</b>	<b>5.4%</b>	<b>5.6%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>76 842</b>	<b>93 553</b>	<b>112 151</b>	<b>109 053</b>	<b>112 496</b>	<b>112 496</b>	<b>123 460</b>	<b>130 069</b>	<b>137 325</b>



Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		9 301	12 425	11 464	11 490	11 490	11 490	12 180	12 996	13 854
Pension and UIF Contributions		2 159	1 220	2 468	2 873	2 873	2 873	3 045	3 249	3 463
Medical Aid Contributions										
Motor Vehicle Allowance		3 777	2 623	4 317	4 788	4 788	4 788	5 075	5 415	5 772
Cellphone Allowance		1 452	1 021	1 660	1 400	1 400	1 400	1 484	1 584	1 688
Housing Allowances										
Other benefits and allowances			240		242	242	242	256	273	291
<b>Sub Total - Councillors</b>		<b>16 688</b>	<b>17 529</b>	<b>19 909</b>	<b>20 792</b>	<b>20 792</b>	<b>20 792</b>	<b>22 040</b>	<b>23 517</b>	<b>25 069</b>
<b>% increase</b>			<b>5.0%</b>	<b>13.6%</b>	<b>4.4%</b>			<b>6.0%</b>	<b>6.7%</b>	<b>6.6%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		2 195	2 354	2 235	4 166	3 170	3 170	4 230	4 513	4 811
Pension and UIF Contributions		197	120	401	146	146	146	154	164	175
Medical Aid Contributions		105	181	173	233	233	233	305	326	347
Overtime										
Performance Bonus										
Motor Vehicle Allowance		626	434	889	1 246	831	831	1 211	1 292	1 377
Cellphone Allowance		89	55	91	177	114	114	170	181	193
Housing Allowances		347	225	126	525	359	359	508	542	577
Other benefits and allowances		156	354	56	107	80	80	74	79	85
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 714</b>	<b>3 722</b>	<b>3 970</b>	<b>6 601</b>	<b>4 932</b>	<b>4 932</b>	<b>6 651</b>	<b>7 097</b>	<b>7 565</b>
<b>% increase</b>			<b>0.2%</b>	<b>6.7%</b>	<b>66.3%</b>	<b>(25.3%)</b>		<b>34.9%</b>	<b>6.7%</b>	<b>6.6%</b>
<b><u>Other Municipal Staff</u></b>	4									
Basic Salaries and Wages		20 849	23 260	26 886	32 756	29 337	29 337	33 309	35 540	37 886
Pension and UIF Contributions		4 691	5 310	5 814	7 206	6 487	6 487	7 646	8 159	8 697
Medical Aid Contributions		2 045	2 397	2 294	6 052	5 341	5 341	6 154	6 566	6 999
Overtime		179	256	268	2 717	2 268	2 268	1 788	1 908	2 034
Performance Bonus										
Motor Vehicle Allowance		5 277	6 071	6 751	8 398	7 686	7 686	8 738	9 323	9 938
Cellphone Allowance		894	1 008	1 128	1 371	1 240	1 240	1 377	1 469	1 566
Housing Allowances		1 498	1 865	1 693	2 940	2 697	2 697	3 321	3 543	3 777
Other benefits and allowances		1 909	2 970	2 433	3 477	3 124	3 124	3 832	4 089	4 358
Payments in lieu of leave		1 847		2 768						
Long service awards		834		1 250						
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>40 024</b>	<b>43 137</b>	<b>51 285</b>	<b>64 917</b>	<b>58 179</b>	<b>58 179</b>	<b>66 164</b>	<b>70 597</b>	<b>75 256</b>
<b>% increase</b>			<b>7.8%</b>	<b>18.9%</b>	<b>26.6%</b>	<b>(10.4%)</b>		<b>13.7%</b>	<b>6.7%</b>	<b>6.6%</b>
<b>Total Parent Municipality</b>		<b>60 427</b>	<b>64 388</b>	<b>75 165</b>	<b>92 310</b>	<b>83 904</b>	<b>83 904</b>	<b>94 855</b>	<b>101 210</b>	<b>107 890</b>
<b>% increase</b>			<b>6.6%</b>	<b>16.7%</b>	<b>22.8%</b>	<b>(9.1%)</b>		<b>13.1%</b>	<b>6.7%</b>	<b>6.6%</b>
<b><u>Board Members of Entities</u></b>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>										
<b><u>Senior Managers of Entities</u></b>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>										
<b><u>Other Staff of Entities</u></b>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>										
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>60 427</b>	<b>64 388</b>	<b>75 165</b>	<b>92 310</b>	<b>83 904</b>	<b>83 904</b>	<b>94 855</b>	<b>101 210</b>	<b>107 890</b>
<b>% increase</b>			<b>6.6%</b>	<b>16.7%</b>	<b>22.8%</b>	<b>(9.1%)</b>		<b>13.1%</b>	<b>6.7%</b>	<b>6.6%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>43 739</b>	<b>46 859</b>	<b>55 255</b>	<b>71 518</b>	<b>63 112</b>	<b>63 112</b>	<b>72 815</b>	<b>77 694</b>	<b>82 822</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages					29 028	29 028	29 028	14 236	15 233	16 299
Pension and UIF Contributions								2 512	2 688	2 876
Medical Aid Contributions										
Motor Vehicle Allowance								5 583	5 974	6 392
Cellphone Allowance								1 768	1 891	2 024
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>					<b>29 028</b>	<b>29 028</b>	<b>29 028</b>	<b>24 099</b>	<b>25 786</b>	<b>27 591</b>
<b>% increase</b>	4							<b>(17.0%)</b>	<b>7.0%</b>	<b>7.0%</b>
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages								6 176	6 608	7 071
Pension and UIF Contributions								673	720	771
Medical Aid Contributions										
Overtime										
Performance Bonus								803	859	919
Motor Vehicle Allowance								967	1 035	1 107
Cellphone Allowance								108	115	123
Housing Allowances								104	111	119
Other benefits and allowances								297	318	340
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>								<b>9 127</b>	<b>9 766</b>	<b>10 449</b>
<b>% increase</b>	4								<b>7.0%</b>	<b>7.0%</b>
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages					160 342	152 139	152 139	86 908	92 175	97 755
Pension and UIF Contributions								21 700	23 219	24 844
Medical Aid Contributions								7 517	8 043	8 606
Overtime								2 465	2 637	2 822
Performance Bonus								1 500	1 605	1 717
Motor Vehicle Allowance								17 169	18 178	19 244
Cellphone Allowance								4 259	4 558	4 877
Housing Allowances								1 395	1 492	1 597
Other benefits and allowances								11 861	12 691	13 580
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>					<b>160 342</b>	<b>152 139</b>	<b>152 139</b>	<b>154 772</b>	<b>164 598</b>	<b>175 041</b>
<b>% increase</b>	4					<b>(5.1%)</b>		<b>1.7%</b>	<b>6.3%</b>	<b>6.3%</b>
<b>Total Parent Municipality</b>					<b>189 371</b>	<b>181 167</b>	<b>181 167</b>	<b>187 998</b>	<b>200 149</b>	<b>213 081</b>
<b>% increase</b>	4					<b>(4.3%)</b>		<b>3.8%</b>	<b>6.5%</b>	<b>6.5%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
<b>% increase</b>	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
<b>% increase</b>	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
<b>% increase</b>	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>					<b>189 371</b>	<b>181 167</b>	<b>181 167</b>	<b>187 998</b>	<b>200 149</b>	<b>213 081</b>
<b>% increase</b>	4					<b>(4.3%)</b>		<b>3.8%</b>	<b>6.5%</b>	<b>6.5%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5				<b>160 342</b>	<b>152 139</b>	<b>152 139</b>	<b>163 899</b>	<b>174 363</b>	<b>185 490</b>

Summary of Employee and Councillor Remuneration R thousands	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1	10 604	10 601	8 253	8 831	9 071	9 071	10 625	11 251	11 904
Basic Salaries and Wages				434	761	623	623	546	578	611
Pension and UIF Contributions				191	204	74	74	79	84	88
Medical Aid Contributions				4 609	4 932	4 872	4 872	4 169	4 415	4 671
Motor Vehicle Allowance				711	464	661	661	701	743	786
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				81	86	0	0	115	122	129
<b>Sub Total - Councillors</b>		<b>10 604</b>	<b>10 601</b>	<b>14 279</b>	<b>15 279</b>	<b>15 301</b>	<b>15 301</b>	<b>16 234</b>	<b>17 192</b>	<b>18 189</b>
<b>% increase</b>	4			<b>34.7%</b>	<b>7.0%</b>	<b>0.1%</b>		<b>6.1%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Senior Managers of the Municipality</u></b>	2	7 657	8 395	11 545	7 233	9 610	9 610	10 196	10 797	11 424
Basic Salaries and Wages					776	823	823	873	924	978
Pension and UIF Contributions					66	66	66	70	74	78
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance					135	136	136	144	153	162
Housing Allowances					552	574	574	609	645	682
Other benefits and allowances					1 051	1 145	1 145	1 215	1 287	1 362
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>7 657</b>	<b>8 395</b>	<b>11 545</b>	<b>9 812</b>	<b>12 354</b>	<b>12 354</b>	<b>13 107</b>	<b>13 880</b>	<b>14 686</b>
<b>% increase</b>	4		<b>9.6%</b>	<b>37.5%</b>	<b>(15.0%)</b>	<b>25.9%</b>		<b>6.1%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Other Municipal Staff</u></b>		133 017	168 291	173 647	190 761	185 765	185 765	203 782	220 397	233 179
Basic Salaries and Wages		21 562	25 189	26 516	28 372	31 113	31 113	32 738	34 670	36 681
Pension and UIF Contributions		7 410	8 706	10 054	10 758	10 030	10 030	10 543	11 165	11 813
Medical Aid Contributions		16 113	11 482	14 754	8 857	12 215	12 215	9 386	9 940	10 516
Overtime										
Performance Bonus										
Motor Vehicle Allowance		30 879	23 373	22 875	21 699	23 173	23 173	21 509	22 778	24 099
Cellphone Allowance		1 747	1 541	1 649	1 501	1 501	1 501	1 787	1 892	2 002
Housing Allowances		3 401	4 243	3 956	4 233	2 655	2 655	2 787	2 951	3 123
Other benefits and allowances		17 508	6 412	6 336	6 779	4 087	4 087	4 336		
Payments in lieu of leave			10 306	13 906	14 879	15 386	15 386	16 325	17 288	18 291
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>229 890</b>	<b>259 749</b>	<b>273 585</b>	<b>287 987</b>	<b>285 926</b>	<b>285 926</b>	<b>303 193</b>	<b>321 081</b>	<b>339 703</b>
<b>% increase</b>	4		<b>13.0%</b>	<b>5.3%</b>	<b>(0.7%)</b>			<b>6.0%</b>	<b>5.9%</b>	<b>5.8%</b>
<b>Total Parent Municipality</b>		<b>248 151</b>	<b>278 745</b>	<b>299 409</b>	<b>313 078</b>	<b>313 581</b>	<b>313 581</b>	<b>332 534</b>	<b>352 153</b>	<b>372 578</b>
<b>% increase</b>	4		<b>12.3%</b>	<b>7.4%</b>	<b>4.6%</b>	<b>0.2%</b>		<b>6.0%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					150	150	150	159	169	178
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>					<b>150</b>	<b>150</b>	<b>150</b>	<b>159</b>	<b>169</b>	<b>178</b>
<b>% increase</b>	4							<b>6.1%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Senior Managers of Entities</u></b>					1 021	1 021	1 021	1 083	1 147	1 214
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance					22	22	22	23	25	26
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>					<b>1 043</b>	<b>1 043</b>	<b>1 043</b>	<b>1 107</b>	<b>1 172</b>	<b>1 240</b>
<b>% increase</b>	4							<b>6.1%</b>	<b>5.9%</b>	<b>5.8%</b>
<b><u>Other Staff of Entities</u></b>					1 356	1 356	1 356	1 438	1 523	1 612
Basic Salaries and Wages					177	177	177	188	199	210
Pension and UIF Contributions					36	36	36	38	40	42
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>					<b>1 568</b>	<b>1 568</b>	<b>1 568</b>	<b>1 664</b>	<b>1 762</b>	<b>1 864</b>
<b>% increase</b>	4							<b>6.1%</b>	<b>5.9%</b>	<b>5.8%</b>
<b>Total Municipal Entities</b>					<b>2 761</b>	<b>2 761</b>	<b>2 761</b>	<b>2 930</b>	<b>3 102</b>	<b>3 282</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>248 151</b>	<b>278 745</b>	<b>299 409</b>	<b>315 839</b>	<b>316 342</b>	<b>316 342</b>	<b>335 464</b>	<b>355 256</b>	<b>375 860</b>
<b>% increase</b>	4		<b>12.3%</b>	<b>7.4%</b>	<b>5.5%</b>	<b>0.2%</b>		<b>6.0%</b>	<b>5.9%</b>	<b>5.8%</b>
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>237 547</b>	<b>268 144</b>	<b>285 130</b>	<b>300 410</b>	<b>300 891</b>	<b>300 891</b>	<b>319 070</b>	<b>337 895</b>	<b>357 493</b>

## Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration		Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands	Audited Outcome		Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20	
		1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>											
			140 892	155 146	150 350	220 757	226 609	226 609	338 118	357 225	378 882
			11 561	8 797	11 039	17 043	17 148	17 148	31 116	33 098	35 185
			573	591	868	2 062	1 928	1 928	2 150	2 284	2 422
			24 563	25 066	33 651	43 449	45 716	45 716	72 176	76 652	81 499
			6 934	6 922	11 125	14 464	12 652	12 652	20 667	21 949	23 302
						242	242	242	433	463	494
			7 306	9 086	8 004	2 872	2 403	2 403	3 409	3 624	3 816
Sub Total - Councillors			191 830	205 608	215 037	300 888	306 698	306 698	468 069	495 295	525 600
% increase				7.2%	4.6%	39.9%	1.9%		52.6%	5.8%	6.1%
<u>Senior Managers of the Municipality</u>											
		2	43 842	51 273	56 942	69 643	66 025	71 235	144 978	153 584	163 325
			3 553	5 948	4 469	6 825	6 917	6 917	13 414	14 239	15 100
			553	698	1 101	1 071	1 174	1 174	1 960	2 127	2 299
						17 441	25	25			
			817	861	1 236	3 333	4 759	4 145	6 451	6 767	7 097
			7 721	10 276	10 340	13 064	12 678	12 678	19 518	20 692	21 925
			292	297	521	631	627	627	1 664	1 755	1 850
			618	1 301	1 838	1 942	1 812	1 812	2 169	2 307	2 450
			1 561	1 632	1 355	1 842	2 122	2 122	4 571	4 847	5 138
			205	25	69	78	289	289	221	235	250
Sub Total - Senior Managers of Municipality			59 162	72 310	77 870	115 869	96 429	101 025	194 945	206 553	219 434
% increase				22.2%	7.7%	48.8%	(16.8%)	4.8%	93.0%	6.0%	6.2%
<u>Other Municipal Staff</u>											
			1 315 257	1 359 659	1 560 670	2 404 642	2 270 293	2 265 799	3 296 182	3 467 252	3 672 182
			189 520	205 535	236 367	341 409	348 822	346 967	604 768	643 009	682 322
			75 996	78 098	99 008	135 839	138 064	134 342	228 206	247 410	264 615
			103 025	114 809	124 777	157 786	164 771	162 280	246 081	260 770	276 570
			36 283	46 252	39 711	21 610	24 362	23 698	52 030	55 493	59 122
			127 162	127 933	141 540	188 806	200 963	199 484	280 159	303 397	321 164
			13 545	15 209	18 478	10 142	21 925	21 929	30 887	33 128	35 125
			31 728	32 395	38 105	55 550	54 440	54 366	77 906	82 980	87 595
			85 993	87 634	92 818	160 159	157 399	157 056	280 738	287 157	304 387
			54 620	48 370	41 170	39 724	40 510	40 986	56 715	60 280	64 010
			10 390	10 485	17 123	13 122	14 367	14 815	28 084	29 088	31 318
			44 477	46 350	54 117	52 852	53 288	53 371	71 407	76 734	81 758
Sub Total - Other Municipal Staff			2 087 998	2 172 728	2 463 884	3 581 642	3 489 202	3 475 116	5 253 163	5 546 698	5 880 167
% increase				4.1%	13.4%	45.4%	(2.6%)	(0.4%)	51.2%	5.6%	6.0%
Total Parent Municipality			2 338 990	2 450 646	2 756 791	3 998 399	3 892 330	3 882 839	5 916 178	6 248 547	6 625 201
% increase				4.8%	12.5%	45.0%	(2.7%)	(0.2%)	52.4%	5.6%	6.0%
<u>Board Members of Entities</u>											
		4				1 596	1 596	1 596	1 676	1 760	1 865
						292	292	292	307	322	342
			156	125	237	453	453	453	484	516	550
			444	291	768	834	834	834	700	748	801
Sub Total - Board Members of Entities			600	416	1 005	3 175	3 175	3 175	3 166	3 346	3 558
% increase				(30.6%)	141.3%	216.0%			(0.3%)	5.7%	6.3%
<u>Senior Managers of Entities</u>											
			635	775	309	2 950	2 950	2 950	3 119	3 293	3 480
			135	116	42	281	281	281	327	319	340
			90	44		104	104	104	98	105	112
						22	22	22	23	25	26